



2008 State of the Workforce Report

- Purpose of Document:
 - To provide a single resource that showcases the best Workforce Analyses available across AT&L that can be used for Human Capital Planning Efforts
 - To standardize the analyses and metrics that are conducted across components and functional areas
- Schedule
 - Currently in Coordination

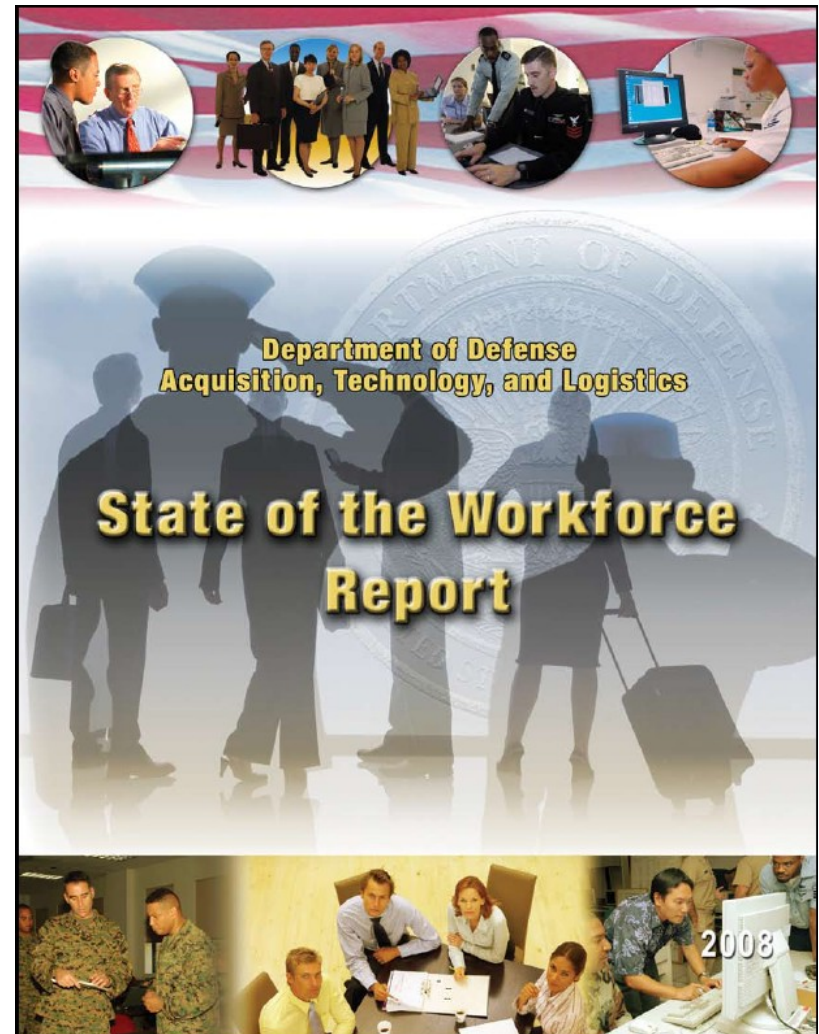




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VI. Defense Acquisition Workforce Demographics

4th Estate Specific Items

- Overview of 4th Estate Agencies is shown in the Organizational Distribution section of the report (2 pages)
- 4th Estate Section of the Report shows aggregate information on the 4th Estate (11 pages)
- DCMA and DLA each have a 1 page summary included with basic overview information
- The DCAA workforce is described in the Auditing Career Field section of the report (7 pages)



Analyses in 4th Estate Workforce Section

- Historical Workforce Count FY01-FY07
- Workforce Count by Career Field
- FY06/FY07 Career Field Comparison
- Workforce Education Levels
- Certification Levels for 4th Estate
- Certification Status vs. Position Requirements by Career Field
- DAU Course Graduation Statistics
- DAU Continuous Learning Module Completions
- Workforce Composition by Generations
- 4th Estate Workforce Life-cycle Model (WLM)

Workforce Overview	4th Estate AT&L Workforce	AT&L Workforce (Overall)
Workforce Size	17,211	126,033
Change in size 2001-2007	-26%	-2.5%
Change in size 2005-2007	+3.2%	-7%
Average Age	49.0	46.1
Average Years of Service	19.6	18
Military Composition	0%	13%
Educational Attainment		
Bachelor's Degree	68%	78%
Graduate Degree	22%	31%
Certification		
Level I or Higher	76%	68%
Level II or Higher	69%	58%
Level III or Higher	19%	34%
Meets Position Certification Requirement	73%	56%
Human Capital Planning		
Civilian Workforce in Baby Boomer and Older Generations	78%	73%
Civilian Workforce with Less Than 5 Years of Service	18%	18%
Civilian Workforce with More Than 30 Years of Service	19%	16%
Training Statistics	4th Estate	DAU Overall
FY07 DAU Course Graduates (Classroom)	4,755	33,191
FY07 DAU Course Graduates (Web)	8,818	90,600
FY07 DAU Continuous Learning Module Completions	27,766	244,072



Major Findings - 4th Estate

- **Workforce Count: 17,211 (as of 30 Sep 2007)**
 - 4th Estate showed a 25.8% decrease in size from FY01-FY07 (primarily due to recoding efforts in FY03 at DLA)
- Data quality issues in the 4th Estate made it difficult to interpret some trends
- 4th Estate Education levels were generally lower than the Services
 - Military members were generally more educated than civilians
 - Career field composition was a key driver here
 - Services had large numbers of workforce members in technical fields that have a positive education requirement (e.g. SPRDE, T&E)
 - 4th Estate had larger percentages of employees in career fields with lower education levels (e.g. PQM)
- The 4th Estate had the highest percentage of workforce members who met the certification requirements of their positions at 72%
- The number of DAU course graduates in the 4th Estate increased from 25,489 in FY01 to 33,191 in FY07, a 131% increase
 - Classroom training grew from 3,411 in FY01 to 4,755 in FY07 a 39% Increase
 - Web training grew from 3,245 in FY01 to 8,818 a 172% Increase
- There were a total of 27,766 Continuous Learning Module completions by 4th Estate employees in FY07
- The 4th Estate has the highest percentage of civilian employees in the Baby Boomer and older generations at 78%